

ARUBA



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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George
Nicholson

G.M. Nicholson appointed Manpower Planning & Recruiting Coordinator

A new position Manpower Planning & Recruiting Coordinator has been established in the Employee Relations Department and G.M. Nicholson formerly in Technical Department has been named to this position.

A known fact about Lago is that a large proportion of our workforce (over 40%) were hired in the mid-1940's and will be approaching retirement sometime within the next ten years. One of the most critical challenges to Lago is to manage this attrition of our experienced workforce without a loss of operating efficiency.

George's duties will be to coordinate all manpower planning for Lago and to develop programs needed to successfully manage the forth-coming manpower transition.

Factors to be considered in planning for the future are the needs of the Lago refinery in the years ahead, for instance:

What type of refinery will it be and what type of people will be needed to operate it.

What resources will be available from the educational system, what programs of study will they have received and how compatible are these programs with Lago's needs.

What is the likelihood of meeting Lago's needs from this pool of new talent given alternative employment opportunities that may exist on Aruba in the decade ahead.

Anticipating this transition in both the MPT and the wage ranks and recognizing the need for lead time to train new employees, a number of steps have already been taken.

Lago staff on several occasions conducted information sessions for students and faculty at the Colegio Arubano. These sessions will be expanded to include other schools in the near future.

A summer employment program for university students about to enter their third and fourth year in Lago-related disciplines was introduced in 1981. This gives Lago and the student an opportunity to get to know the challenges of working for a large, progressive company.

Lago continues to participate in the co-op programs for engineering students and this participation will be expanded.

The Lago Educational Assistance Program (LEAP) was reinstated at Lago to permit qualified employees to seek university degrees. We now have 5 employees on this program.

Campus recruiting has been intensified and special interview teams have been sent to the U.S., Curaçao and Holland to recruit for Lago. In November, Messrs. G.M. Nicholson and J.M. Lacle interviewed in Holland and the U.S.A. a total of 35 Antillean students studying there.

Our aim is to hire about 15 to 20 Antillean college graduates and about 50 to 70 wage employees per year over the coming years. Additional actions will be taken as needed to assure Lago of a trained and effective workforce to meet the business challenges that lie ahead.

Oil Movements & Shipping Automation Task Force

Desde su aprobacion mas cu 12 anja pasa e systema di maneho y control central di Oil Movements a cambia hopi y tabata tin un cantidad limita di proyectonan pa su mehoransa general. Algun partinan importante di e systema a jega awor na su fin y e operacionnan actualmente ta hopi diferente di esnan na cuminsamento di anjanan setenta.

Reconociendo e defectonan di e systema existente, Gerencia di Lago a forma un "Task Force" na Juli 1981 cu mester a investiga profundamente e problemanan di e systema y propone mehoracionnan of cambionan pa cumpli cu e necesidadnan den futuro.

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Oil Movements & Shipping Automation Task Force

Since its commissioning more than 12 years ago, the Lago Oil Movements centralized monitoring and control system has undergone many changes and has seen a number of limited upgrading projects. Some major parts of the system are now coming to the end of their useful lives and current operations are very different from those of the early seventies.

Recognizing these shortcomings of the existing system, Lago Management formed a Task Force in July 1981 to probe in depth the problems of our system and to propose improvements/changes to meet the needs of the future.

The members for the Task Force representing the three departments involved are Bernie Kalis of Process/O.M. & S., Tom Paddrik of Technical/P.E.D. and Angel Rasmijn of Mechanical/I.E.M.

The Task Force reports to Ken Brook - O.M. & S. Division Superintendent - and a nine-member Management Steering Committee.



Tom Paddrik, Ben Kalis and Angel Rasmijn checking a pump control panel.

Initially, the goal of the Task Force was simply to study and develop a plan to repair or replace defective "end elements" such as motor-operated valves, pump controls, automatic tank gauges, tank temperature sensors, etc. However, after some research it became apparent that not only the "end elements" but also the telemetry system would have to be considered. Also, it became clear that a good picture of O.M. & S. operations for the next years would have to be drawn to provide a framework for the automation study.

Thus, after a lot of considerations, the Task Force's scope was expanded. First, a long range plan for O.M. & S. operations would be developed and second, an automation system design would be developed incorporating both parts of the existing system and new equipment.

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Oil Movements & Shipping . . . *Continua di pag. 1*

E miembronan di e Task Force cu ta representa e tres departamentonan concerni ta Bernie Kalis di Process/O.M. & S., Tom Paddrik di Technical/P.E.D. y Angel Rasmijn di Mechanical/I.E.M. E Task Force ta reporta na Ken Brook, Division Superintendent di O.M. & S y e Management Steering Committee cu ta consisti di nuebe persona.

Na principio e meta di e Task Force tabata simplemente pa studia y desaroya un plan pa drecha of reemplaza e "end elements" cu ta danja manera e motor-operated valvenan, controlnan di pompan, automatic tank gauges, tank temperature sensors, etc. Despues di algun investigacion a bin sali na cla, cu no solamente e telemetry system mester a wordo tuma na consideracion. Tambe a sali na cla cu mester hanja bon idea con e operacionnan di O.M. & S. lo bira durante diez anjanan venidero pa asina forma un base pa estudio riba automatizacion.

Asina ta cu despues di varios consideracionnan e tareanan di trabow di Task Force a wordo amplia. Na prome lugar un plan pa largo plazo lo wordo desaroya y na di dos lugar un disenjo pa e systema di automatizacion lo wordo desaroya incluyendo tur dos partinan, e systema existente y e equiponan nobo.

Algun di e cambionan di operacion cu ta wordo considera ta inclui:

- 1) "Custody Transfer by turbine meter"
- 2) "In-line blending"
- 3) "Accurate tank gauging"
- 4) Reduccion y redistribucion di motor operators pa valvenan

Na fin di Februari 1982 un resumen lo wordo presenta cu ta describi e plannan pa futuro pa operacion di O.M. & S., incluyendo tur e cambionan proponi cu nan benefician pa Lago. Algun di e mehoracionnan aki ya a wordo aña di na e presupuesto di Proyectonan Proponi pa 1982.

Cu e uso di e base aki pa operacionnan den futuro, e Task Force lo aplica su mes na e necesidadnan di hardware pa automatizacion den futuro. Preguntanan cu ainda mester wordo contesta ta:

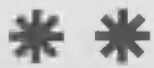
- 1) Con e systema di telemetry (mini-computer y wiring) mester wordo drecha of e mester wordo cambia?
- 2) Kiko ta e miho "motor operator" pa valvenan na Lago?
- 3) Ki grado di confiabilidad ta necesario.

E Task Force lo bishita otro refinarianan di Exxon na Estados Unidos y Europa pa hanja sa e ventahanan y desventahanan di e systemanan di O.M. & S.

Na Mei 1982 un resumen final cu tur e trabao consolida lo wordo presenta.

Implementacion di e proyecto lo bin probablemente den varios parti di 1983 te na 1986. E objetivo general ta pa instala un systema di automatizacion den Oil Movements cu lo permiti nos opera eficazmente den e decada venidero.





Service Milestones



Nibio Croes
40 years



Euloterio Donata
40 years



Matias M. Geerman
40 years



Jantje Werleman
40 years



Wiliam Philips
40 years



Melecio Briesen
30 years



Caspar N. Kock
30 years



Reginald V. Henriquez
30 years



Guillermo Tromp
30 years



Ildo Donata
30 years



Johan G. Richardson
30 years

Promotions *

Promocionnan



Francis Oduber
Laboratory Technician
Technical Department



Slaus Lejuez
Zone Supervisor
Mechanical Department



Johan Vrieswijk
Engineering Technician
Technical Department



Marcolino Croes
Process Technician
Process Department

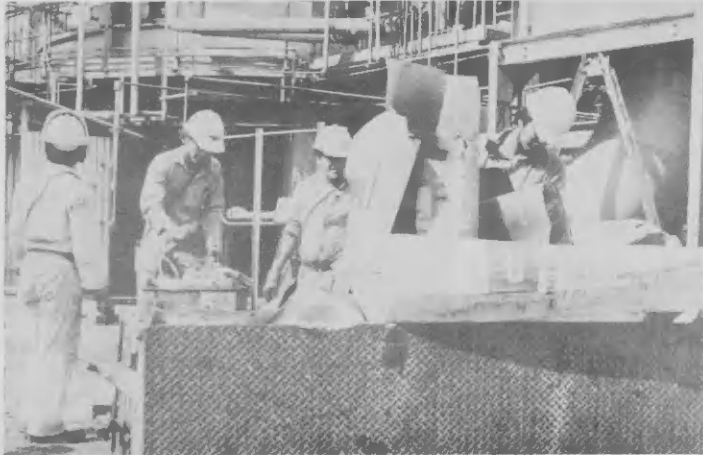


Frederick Brooks
Security Captain
Industrial Security



Cynthia A. Browne
Accountant
Controller's Department

Highlights CLEAR 1981



H.D.S. employees stowing away trash where it belongs: in the barrel and the bucket.

During 1981, CLEAR (Clean Lago Environs Aruba) has continued to organize, coordinate and steward an action program to increase the general appearance of the refinery:

The program rests on three pillars:

1. Operation Facelift: Beautification, painting, weedkilling, and other projects, demonstrating Management's commitment and contribution to a better looking Lago. In 1981, a painting program was started aiming at units, buildings, pipebanks, curbing and railing. As part of this program, CLEAR has tackled the major traffic routes: the main refinery road from Gate no. 1 to Gate no. 3, and the north refinery road, during January and June. All curbs and rails, buildings and walls, tanks, piping and other structures along these roads were painted. These actions will continue twice a year in 1982 and onwards to keep up the good looks. All substations and buildings such as the Lab, ROC, Mechanical Office Building, GOB, OMCC, Lunchshelters, etc. were painted. In 1982 the Mechanical Shops and Storehouse building will be painted. Many open areas in the refinery have been leveled and paved e.g. the Hydrogen plants areas. A start was made in 1981 on a long term weedkilling program to remove weeds and control their re-growth. A major undertaking last year was the repaving of the main refinery road from Gate no. 2 to Gate no. 3 and construction of new curbing along the road.

2. Training: class-room sessions were conducted by CLEAR Administrator, Nelo Emerencia, to exchange ideas and views concerning the CLEAR program, and to encourage employees to sustain good housekeeping practices. Employees have reacted very positively to the CLEAR program and have made valuable contribution to it.

A video tape with shots at Lago to help in recognizing untidy situations is being developed and will be used in training sessions.

3. Internal Efforts: Our CLEAR motto is: "maintain-as-you-go". This is how every employee can contribute to our goal to have a clean and good-looking Lago refinery all the time. To do this each employee must personally assume the responsibility to keep his area clean; stop leaving trash behind, remove items such as rags, paperbags, bolts, nuts, etc.



Cleaning up Utilities area; featuring Powerhouse personnel and acting CLEAR representative Jossy Croes.



O.M.S. Div. Superintendent Ken Brook cleaning up his tankfarm.

Housekeeping is not someone else's responsibility; it is each person's responsibility! This is the most important pillar of the CLEAR program. In 1981, our employees have demonstrated their willingness to clean up their areas: In January, June and December, all 4 Process Department Divisions organized massive clean-up programs involving all Process and Mechanical personnel working in these areas.

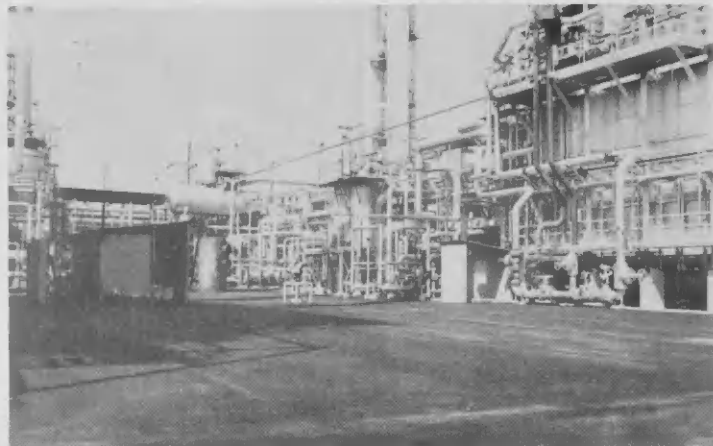
The participation and enthusiasm of everybody were great. The units now are considerably cleaner than in the past. The challenge is to keep them clean at all times; that is the standard.

1981 has been a year of accomplishment. We made a step forward, but now we cannot stand still. Operation Facelift just launched the January 1982 CLEAR Action; painting again piping, curbing, railing etc. along the Main Refinery Road. But Operation Facelift alone cannot assure further progress. As stated above, the most important contribution is to be made by YOU; by cleaning up your area and by "maintaining-as-you-go". Together, we will get a clean and good-looking Lago Refinery, and we deserve it.

Puntonan saliente di CLEAR den 1981



Empleadonan di Fuels Division haciendo nan lugar di trabao limpi.



E areanan di Hydrogen Plant a wordo haci pareuw y asfalta.



Caminda principal ■ refinaria.

Durante 1981, CLEAR (Clear Lago Environs Aruba) a continua organisa, coordina y maneha un programa di accion pa mehora e apariencia general di e refinaria.

E programa ta funda riba 3 pilar:

1. Operacion Mehoranza general: Hacimento di lugarnan bunita, verfmento, mata yerba malo y otro projectonan cu ta demostra ■ dedicacion y contribucion di gerencia pa mehora e apariencia di Lago.

Na 1981 un programa di verfmento ■ cuminsa na e unidadnan, edificacionan, grupo di tuberia, aceran y e tubonan di siguridad di caminda.

Como parti di e programa aki CLEAR a traha ariba e camindanan grandi, e caminda principal di refinaria di Porta 1 pa Porta 3 y e caminda parti Noord di refinaria, durante Januari y Juni.

Tur aceran, tubonan di siguridad, edificacionan y murayanan, tankinan, tubonan y otro structuranan na kanto di e caminda a wordo pinta.

E accionnan aki lo continua dos biaha pa anja na 1982 y despues tambe pa mantene e bunita vista.

Tur e substations y edificacionan, manera Lab., ROC, Mechanical Office Building, G.O.B., O.M.C.C., lugarnan di come, etc. a wordo gevef.

Den 1982 e Mechanical Shops y e edificacionan di Storehouse lo wordo gevef. Basta areanan habri den e refinaria a wordo haci pareuw y asfalta, por ejemplo e areanan di Hydrogen Plants

Den 1981 a wordo cuminsa cu un programa na termino largo pa mata e yerba malo pa asina kita e yerba malo y controla pa nan no crece atrobe.

Un proyecto grandi anja pasa, tabata e ponemento di un laag di asfalt riba e caminda principal di refinaria cu ta core di Porta no. 2 pa Porta no. 3 y e construccion di un acera nobo canto di e caminda.

2. Entrenamento: Seshionan den klas a wordo conduci door di Clear Administrator - Nelo Emerencia pa intercambia ideanan y puntonan di vista concerniendo e programa di CLEAR y pa encurasha tur empleadonan pa mantene e lugar limpi.

E empleadonan a reacciona masha positivo riba e programa di Clear y a haci contribucion valioso na e programa .

Un video tape cu vistazos di Lago pa yuda reconoze e lugarnan desordena a wordo desaroya y lo wordo usa den seshionan di entrenamento.

3. Esfuerzonan Interno: Nos dicho di Clear ta: "Mantenshon sigun bo traha".

Di e manera aki cada empleado por contribui na nos meta pa tin un refinaria limpi y bunita henter ora.

Pa hasi esaki cada empleado mester asumi personalmente e responsabilidad pa tene su lugar limpi. Stop di laga sushi atras, benta afo cosnan manera panja sushi, saco di papel, boutnan y moernan.

Limpieza no ta responsabilidad di otro hende e ta responsabilidad di cada persona.

Esaki ta e pilar di mas importante di e programa di Clear.

Den 1981 nos empleadonan a demostra nan voluntad pa hasi nan areanan limpi.

Na Januari, Juni y December tur e 4 divisionan di Process Department a organisa programanan di limpieza cu a involvi tur e personal di Process y Mechanical cu ta traha den e areanan aki.

E participacion y entusiasmo di tur hende tabata grandi.

E unidadnan awor ta considerablemente mas limpi cu den pasado.

E desafio ta pa mantene nan limpi henter ora, esei ta e standard.

1981 tabata un anja exitoso.

Nos a progresa, awor nos no por keda para. Operation Facelift a caba di lansar e accion di Clear di Januari 1982 pintando atrobe, e tubonan, aceran, tubonan di seguridad kanto di caminda principal di refinaria.

Pero Operation Facelift so no por segura un futuro progreso. Manera nos a bisa caba, e contribucion mas importante ta esun dibo, si bo haci bo lugar di trabao limpi y mantene segun bo traha.

Conjuntamente nos lo hanja un refinaria di Lago limpi y bunita.

Dealing with High Blood Pressure



Tratando cu Presion Halto di Sanger

A growing number of people know that high blood pressure leads to strokes and kidney failure.

The dangers of high blood pressure are better known. But some people still have the wrong ideas about this common illness. Some people confuse high blood pressure "control" with a cure. There is no cure for high blood pressure. To keep it under control, doctors usually use medication to bring down the pressure. People with high blood pressure can bring their pressure into the normal range if they follow their doctor's advice and take medicine every day. If they stop taking their pills, however, their blood pressure will go up again.

Another wrong idea about high blood pressure is that it only affects nervous and tense people. The medical term for high blood pressure is "hypertension". So some people wrongly assume that only anxious or tense people have high pressure, while calm and relaxed people have low or normal pressure. This isn't true. High blood pressure can affect anyone. It is a physical condition in which the heart and blood vessels are strained by blood pumping with too much force through the body. Lawyers, housewives, employees, executives, students, nurses - anyone can have high blood pressure.

Some people think a headache, dizziness, or feeling bad are telltale signs that blood pressure is up. These, too, are wrong. High blood pressure has no symptoms. In fact, you can feel fine even though your blood pressure is high. Or, you can have a headache when your pressure is normal.

That's why those with high blood pressure should take medicine each day at prescribed times. The medicine must be taken as prescribed for it to lower your pressure. Ask your doctor what to do if you miss a dose. Make sure your prescription doesn't run out. You should treat your high blood pressure every day, regardless of how you "feel".

In addition to medicine, doctors sometimes tell their blood pressure patients to watch their weight, cut down on salt, exercise more, and stop smoking. Some people think they can choose either to take the medicine or to follow the other advice. This isn't usually true. The advice is meant to be followed in addition to taking medication. The two types of therapies go together. If you watch your weight, cut down on salt, exercise more, and do other things your doctor suggests, it will help the medication to work better. As a possible result, you may need to take less medicine.

Doing the things your doctor has advised to bring your blood pressure down - and keep it there for the rest of your life - will call for making some changes in your life. It will not be easy at first. Don't try to do it alone. Ask your family and friends to help you.

HBS is often a family affair. Doctors have found that high blood pressure runs in families. There is a chance of more than one member of a family may have hypertension. So if family members learn early on to watch weight, use less salt, more exercise, and learn how to deal with high blood pressure, they will avoid future problems. They will be helped as they help you deal with your blood pressure.

Continues on page 7

Un cantidad creciente di hende sa cu presion halto di sanger ta causa atakenan cerebral y fayo di niernan.

E peligran di presion halto di sanger ta mihor conoci. Pero ainda tin hende cu tin ideanan equivocada tocante e enfermedad comun aki. Tin hende ta confundi "control" di presion halto di sanger cu un cura. No tin cura pa presion halto di sanger. Pa mantenele bao di control, e dokternan normalmente ta duna remedi pa baha e presion. Personanan cu presion halto di sanger por haci nan presion bira normal atrobe si nan sigi e conseho di nan dokter y bebe remedi tur dia. Si bo stop di bebe remedi bo presion lo subi atrobe.

Un otro idea equivocada riba presion halto di sanger ta cu e ta afecta solamente hendenan nervioso y tenso. E terminologia medico pa presion halto di sanger ta "Hypertension". Asina ta cu tin hende cu equivocadamente ta asumi, cu solamente hende nervioso y tenso tin presion halto, mientras cu hende calmo y relaha tin presion abao of normal. Esaki no ta berdad. Presion halto di sanger por afecta tur hende. E ta un condicion fisico unda e adernan di curazon y sanger ta wordo forza door di sanger cu ta wordo gepomp cu demasiado forza door di e curpa.

Abogadonan, amanan di cas, empleadonan ehecutivonan, studiantenan, verpleegsternan, tur hende por hanja presion halto di sanger.

Tin hende cu ta pensa cu dolor di cabez, biramento di cabez of sinti malo ta señalnan cu ta spiertabo cu bo presion di sanger ta halto. Esaki tampoco no ta correcto. Presion halto di sanger no tin sintomanan. En efecto, bo por sintibo bon aunke bo presion di sanger ta halto. Of, bo por tin dolor di cabez ora bo presion ta normal. Pesei esnan cu presion halto mester tuma nan remedi cada dia na e oranan prescribi. E remedinan mester wordo tuma manera prescribi pa e baha bo presion. Puntra bo dokter kiko bo tin di haci si bo lubida di bebe un dosis. Wak pa bo remedi prescribi no caba. Bo mester trata bo presion tur dia, no ta importa con bo ta sinti.

Ademas di remedi, dokter ta bisa nan pacienenan di presion halto pa cuida nan peso, rebaha uso di salo, haci mas ehersicio y stop di huma. Tin hende cu ta pensa cu nan por escoge entre tuma e remedi of sigi e otro conseho. Esaki no ta berdad. E idea ta pa sigi e conseho hunto cu tumamento di remedi. E dos tipo di terapianan aki ta bai hunto. Si bo cuida bo peso, rebaha e cantidad di salo, haci ehersicio y haci otro cosnan cu bo dokter sugeribo e remedi lo tin mihor efecto. Un posibel resultado ta cu e ora ey bo mester di menos remedi.

Haci e cosnan cu bo dokter a consehabo pa baha bo presion di sanger y tenele asina pa e resto di bo bida, lo trece cunele algun cambionan den bo bida. Esaki lo no ta facil na cuminsamento. No purba di haci e bo so. Pidi bo familia y amigonan pa yudabo.

Presion halto di sanger ta hopi biaha un caso di familia. Dokternan a descubri cu presion halto ta algo cu ta anda den familia. Tin un chance cu mas cu un miembro di un familia por tin hipertension. Asina ta cu si e miembronan di familia sinja tempran pa cuida nan peso, usa poco salo, haci mas ehersicio

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Christmas Party for Management Members Held at Esso Club Dec.19



Eugene Hassell selecting cakes at the pastry table. In the background Edna Farro and Lucas Bergen.



A group of Process - Oil Movements employees posing for our photographer.



Another view of the food table. In the foreground carving of the ham and roastbeef by the chef. In the background Luis Anjie selecting his snacks.



Employees anxiously waiting for their names to be called as winners of Christmas baskets.



Elias Fingal announcing the winners of Christmas baskets.



Henry Abma receiving his Christmas basket from Agrepino Maduro.

High Blood Pressure . . . *continued from page 6*

Involve your family members in helping you. One family member might be asked to remind you about daily medication. Other family members can help by reminding you about pill refills, doctor visits, and seeking help from other health workers such as educators, nutritionists, or dietitians.

You - and your family - may need to learn about diet changes. It will help a lot in asking your family to make changes if they understand why they are important.

Cutting down on salt, high-calorie foods, and food amounts, shopping wisely for foods low in sodium or calories and using spices rather than salt or those that are high in sodium can be worthwhile when the family does these together.

Your family also can help you get more exercise, such as walks, bike riding, swimming, etc.

Friends can help, too. Changes your doctor asked you to make - such as to reduce weight, cut down eating salt, exercise more, or smoke less and drink less alcohol - affect activities often done among friends. A friend can help you stick to your doctor's advise.

But again, you are the one yourself that is responsible for your health. Therefore, you have got to decide to:

- 1) take your prescribed medication
- 2) reduce your weight if so advised
- 3) stop smoking
- 4) reduce alcohol consumption; better yet, do not drink alcohol at all.

Presion Halto . . . *continua for di pag. 6*

y sinja con ta cuida presion halto, nan lo tin beneficio di dje y evita problemanan den futuro. Nan lo worde yuda, mescos cu nan ta yudabo baha presion di sanger.

Laga bo miembronan di familia yudabo. Por ta bo por pidi un miembro di bo famia pa recordabo bebe bo remedi diariamente. Otro miembronan di familia tambe por yudabo door di cordabo busca pildoranan di nobo, cu bishita di dokter y pa busca ayudo di trahadornan den tereno di salubridad, manera educadornan, nutricionistanan of dietistanan.

Abo y bo familia lo mester sinja tocante cambio di dietanan. Esaki lo yuda hopi si bo pidi bo familia pa haci e cambionan ora cu esaki ta importante.

Rebaha cantidad di salo, cuminda halto den caloria y cantidad di cuminda, cumpra cuminda cu tin poco sodium of calorinan y usa specerei en vez di salo o esnan cu tin hopi sodium por wordo usa si henter e familia haci esaki hunto. Bo familia tambe por yuda bo haci ehercicio, manera cana, core bicicleta, landa.

Amigonan por yuda tambe. Cambionan cu bo dokter pidi pa haci manera rebaha e cantidad di salo, haci mas ehercicio of huma menos y bebe menos alcohol, lo afecta actividadnan cu entre amigonan ta wordo haci. Un amigo por yudabo sigi e consehonan di bo dokter.

Pero atrobe, ta abo ta esun cu ta responsabel pa bo salud. Pesei ta abo mester dicide pa:

- 1) tuma bo remedi prescribi
- 2) rebaha bo peso si esaki wordo conseha
- 3) stop di huma
- 4) rebaha cantidad di alcohol of mihor atrobe no bebe alcohol mes mas.

G.M. Nicholson nombra Manpower Planning & Recruiting Coordinator

Un posicion nobo "Manpower Planning & Recruiting Coordinator" a wordo estableci den Employee Relations Department y G.M. Nicholson cu antes tabata den Technical Department a wordo nombra den e posicion aki.

Un hecho conoci di Lago ta cu un gran cantidad di su empleadonan, (mas cu 40%) a wordo emplea den e anjanan 1945-50 y nan lo bai cu pension dentro di diez anja.

Un di e desafionan mas critico pa Lago ta pa maneha e baimento cu pension di empleadonan cu experiencia aki sin perde e eficiencia di operacion. George su tarea ta pa coordina e planificacion di personal pa Lago y pa desaroya programanan cu ta necesario pa maneha exitosamente e cambionan den futuro di empleadonan.

Factornan cu mester wordo considera den e planificacion pa futuro ta e necesidadnan di e refineria di Lago den e anjanan cu ta bini, por ehempel:

Ki tipo di refineria e lo bira y ki sorto di empleadonan lo e mester pa su operacion.

Ki posibilidadnan e sistema educacional por ofrece, ki programanan di studio e empleadonan lo a hanja y con e programanan aki lo por cumpli cu e necesidadnan di Lago.

Finalmente kiko ta e probabilidad cu e agrupacion di e talentonan nobo aki lo cumpli cu e necesidadnan di Lago tumando na consideracion e otro alternativanan di empleo cu por tini na Aruba den e decada venidero.

Anticipando e cambionan aki tanto den rangonan di MPT como den empleadonan cubri pa contrato y reconociendo e

Nicomedes Panneflek and Raimundo Barros accept assignments in U.S.A. and Venezuela



N. Panneflek & wife



R. Barros & family

On January 8, 1982, Nicomedes Panneflek, Acting Mechanical Supervisor left for Venezuela where he will assume a 12-month assignment with Exxon Services in Amuay. Nicomedes will assist in the start-up of a large refinery expansion project at the Amuay Refinery. Nicomedes is accompanied by his wife Anna.

Raimundo P. (Rei) Barros began an assignment with Exxon Research and Engineering Company in Florham Park, New Jersey on January 18, 1982. In his new assignment he is Lago's representative on the Lago Facilities Options study team.

Accompanying him on this extended assignment are his wife Utahna and two children.

necesidad di tempo suficiente pa por entrena empleadonan nobo un cantidad di medidanan a wordo tuma caba.

E staff di Lago na varios ocasionnan a conduci sesionnan di informacion pa studiantenan di Colegio Arubano. E sesionnan aki lo wordo extendi y lo inclui otro schoolnan tambe den futuro cercano.

Un programa di verano pa emplea studiantenan di Universidad cu ta drentando nan tercer y cuarto anja di studio, den estudionan cu ta di interes pa Lago a wordo introduci den 1981. Esaki ta duna Lago y e estudiante un oportunidad pa conoce e desafionan di traha pa un compania grandi y progresivo.

Lago ta continua participando den programanan di cooperacion pa studiantenan di ingenieria y e participacion aki lo wordo extendi.

E programa di asistencia educacional di Lago (LEAP) a worde reinstitucionalisa na Lago, pa duna empleadonan qualifica oportunidad pa obtene un grado universitario. Awor nos tin 5 empleado ta studiando cu e programa aki.

E buscamiento di futuro empleadonan bao di esnan cu ainda ta studiando na Universidad a worde intensifica y teamnan special a bai pa Estados Unidos, Curaçao y Hulanda pa busca empleadonan pa Lago. Na November, G.M. Nicholson y J.M. Lacle a entrevista na Hulanda y na Estados Unidos un cantidad di 35 Antianonan cu ta studiando eynan.

Nos proposito ta pa emplea 15 pa 20 Antianonan gradua den e anjanan venidero y mas o menos 50 pa 70 empleado cubri pa contrato pa anja den e anjanan cu ta bini. Medidanan adicional lo ser tuma pa asegura cu Lago lo tini empleadonan entrena y eficaz cu por cumpli cu e desafionan di negoshi den futuro.

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Some of the changes to operations that are under consideration include:

- 1) Custody Transfer by turbine meter
- 2) In-line blending
- 3) Accurate tank gauging
- 4) Reduction and redistribution of motor operators for valves (MOV's)

By the end of February 1982, a report will be presented outlining the future plans for O.M. & S. operation including all the proposed changes with their associated benefits to Lago. Some of these improvements have already been added to the 1982 Proposed Project Budget.

Using this basis for future operations, the Task Force will address the hardware needs for future automation.

Questions such as the following still need to be answered.

- 1) How should the telemetry system (mini-computer and wiring) be repaired or does it have to be replaced?
- 2) What is the best motor operator for valves at Lago?
- 3) What degree of reliability is necessary?

The Task Force will visit other Exxon refineries in the U.S.A. and Europe to gain an understanding of the good and the bad features in their O.M. & S. systems.

In May 1982, a final report consolidating all work will be presented.

Implementation of the project will probably come in many phases from 1983 to 1986. The over-all objective is to put in place an O.M. & S. Automation system that will permit us to operate effectively in the next decade.